



## European Alliance Against Depression (EAAD) – Gender Equality Plan 2021-2024

**Organisation:** EAAD is an international not for profit organisation based in Germany, with a network of international partners.

**Commitment:** EAAD is committed to promoting equality across all genders and combatting discrimination against women.

**Approach:** EAAD will over the life of this Plan, follow a gender mainstreaming approach (Define, Plan, Act, Check), through which a gender perspective will be integrated into the lifecycle of decisions and actions taken across four pillars:

### Our People

### Our Board and Members

### Our Products

### Our Research

**Action:**

- 2021: *Define*** via an audit of procedure and practice, the status of gender equality in EAAD across the four pillars (**Output:** Status report to General Assembly Meeting)
- 2022: *Plan*** concrete actions (and targets) that EAAD will progress to improve gender equality (**Output:** Publish a Gender Equality Action Plan)
- 2023: *Act*** by delivering the Gender Equality Action Plan and driving change in the organisation (**Output:** Report to General Assembly Meeting)
- 2024: *Check*** and monitor progress, identifying success and barriers in preparation for the next plan. (**Output:** Review report and next Plan)

**Delivery:** An EAAD Project Manager with training in gender equality is allocated time to lead and implement this Plan, supported by the EAAD President.

**Accountability:** This plan is approved by our Board of Directors who will hold EAAD to account via annual gender reporting at the General Assembly Meeting.



- Current Status 2021**
- ✓ Data on employees collected and monitored
  - ✓ 4 staff, 50% female
  - ✓ Flexible work arrangements
  - ✓ Merit-based salary
  - ✓ Alignment to related German legislation
  - ✓ Board of Directors, 2 male, 1 female
  - ✓ Excellent female representation in member network
  - ✓ Gender aspects integrated into current research projects
  - ✓ Support network for early researchers
  - ✗ Gender awareness or unconscious bias training for employees
  - ✗ Workplace sexual harassment policy